



## **DHS-MILITARY TRAINING INSTRUCTOR I**

### **Characteristics of Work**

This is a responsible professional position involving the supervision and training of students in a military-style program designed to support rehabilitation of youths who have been adjudicated as delinquent. Incumbents in this classification will follow a program curriculum and lesson plans designed to promote respect for discipline and authority, build self-esteem of the students, and teach self-control, self-discipline, and self-sufficiency. Youth assigned to this military-style program are trained in military leadership, drill and ceremony, conduct, and physical fitness to support rehabilitation. Incumbents in this classification must be familiar with military procedures, techniques, and management and must be physically capable of demonstrating and leading a wide variety of physical exercise and competitions. Supervision is received from the DHS Military Training Coordinator who is responsible for the overall functioning of the program.

### **Examples of Work**

**Examples of work performed in this classification include, but are not limited to, the following:**

Teaches and evaluates command voice and drill commands.

Teaches and evaluates stationary movements, individual movements, squad drill, platoon drill, guidon techniques and pass in review procedures.

Fosters teamwork and discipline among delinquent youths.

Teaches and evaluates military traits in accordance with U.S. Army Field Manual 22-100 and 22-101 principles.

Teaches and evaluates discipline, self-discipline, and leadership styles.

Conducts physical fitness training in accordance with U.S. Army Field Manual 21-20 and other appropriate reference material.

Leads physical exercises and competitions.

Teaches and evaluates principles of military conduct in accordance with U.S. Army Regulation 27-10.

Performs related or similar duties as required or assigned.

### **Essential Functions**

**Additional essential functions may be identified and included by the hiring agency. The essential functions include, but are not limited to, the following:**

1. Trains delinquent youths in drill and ceremony in accordance with U.S. Army Field Manual 22-5.
2. Conducts training to develop observable leadership traits in delinquent youths.

3. Conducts physical fitness training by demonstrating and leading a variety of physical exercises and competitions.
4. Instructs youths in the principles of military conduct.

#### **Minimum Qualifications**

These minimum qualifications have been agreed upon by Subject Matter Experts (SMEs) in this job class and are based upon a job analysis and the essential functions. However, if a candidate believes he/she is qualified for the job although he/she does not have the minimum qualifications set forth below, he/she may request special consideration through substitution of related education and experience, demonstrating the ability to perform the essential functions of the position. Any request to substitute related education or experience for minimum qualifications must be addressed to the State Personnel Board in writing, identifying the related education and experience which demonstrates the candidate's ability to perform all essential functions of the position.

**Physical Requirements:** These physical requirements are not exhaustive, and additional job related physical requirements may be added to these by individual agencies on an as needed basis. Corrective devices may be used to meet physical requirements.

**Moderate Work:** May frequently exert force equivalent to lifting up to approximately 25 pounds and/or occasionally exert force equivalent to lifting up to approximately 50 pounds.

**Vision:** Requires the ability to perceive the nature of objects by the eye.

**Near Acuity:** Clarity of vision at 20 inches or less.

**Midrange:** Clarity of vision at distances of more than 20 inches and less than 20 feet.

**Far Acuity:** Clarity of vision at 20 feet or more.

**Field of Vision:** Ability to observe an area up or down, left or right while eyes are fixed on a given point.

**Depth Perception:** Three-dimensional vision. Ability to judge distance and space relationships so as to see objects where and as they actually are.

**Accommodation:** Ability to adjust focus.

**Speaking/Hearing:** Ability to give and receive information through speaking and listening skills.

#### **Motor Coordination:**

While performing the duties of this job, the incumbent is regularly required to stand; walk; and stoop, kneel, crouch, or bend. The incumbent is frequently required to use hands to finger, handle or feel objects, tools or controls; and reach with hands and arms. The incumbent is occasionally required to sit; and climb or balance.

#### **Experience/Educational Requirements:**

##### **Education:**

Successful completion of two (2) years of college (60 or more semester hours) from an accredited college or university.

**AND**

##### **Experience:**

Four (4) years of experience directly related to the above described duties.

**OR**

**Education:**

Graduation from a standard four-year high school or equivalent (GED).

**AND**

**Experience:**

Six (6) years of related experience, four (4) years of which must be directly related.

**Substitution Statement:**

Above graduation from a standard four-year high school (or equivalent [GED]), related education and related experience may be substituted on an equal basis, except there shall be no substitution for four (4) years of directly related experience.

**Interview Requirements**

Any candidate who is called to an agency for an interview must notify the interviewing agency in writing of any reasonable accommodation needed prior to the date of the interview.